

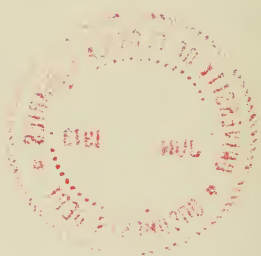
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# ***APPRENTICE TRAINING***

***Sure Way to a  
Skilled Craft***





You, an apprentice? How about that!

Four thousand years ago apprenticeship was recognized as the best way to train someone as a skilled craftsman.

Today, 4,000 years later, it still is.

APPRENTICESHIP helped build this country--bridges, skyscrapers, factories, superhighways, aircraft, autos, ships, TV, beer cans, houses, your wrist watch, your shoes, the works--you name it.

APPRENTICESHIP is a training system, based upon a written agreement between the apprentice and the employer, by which a worker learns a skilled craft or trade on the job.

APPRENTICESHIP programs include 1 or more years of on-the-job training under the guidance of an experienced craftsman, who was once an apprentice himself.

APPRENTICESHIP also means a few hours in the classroom each week to help explain the reasons why certain things are done in a certain way on the job.

APPRENTICESHIP is a no-nonsense system. Detailed work and study records are kept, and the training progress of the apprentice is evaluated frequently.

## HOW IT OPERATES

Apprenticeship programs are conducted by the voluntary cooperation of labor, management, schools, and government throughout the country.

In many local areas the principal crafts have joint apprenticeship committees of six members, three from management and three from labor. These committee members are responsible for conducting and supervising their craft's local apprenticeship program.

They test, select, and sign up (indenture) the apprentice and register him with the U.S. Department of Labor's Bureau of Apprenticeship and Training, or with the State Apprenticeship Agency, if there is one.

They supervise and evaluate the variety and the quality of the apprentice's work experience.

They certify the apprentice as a journeyman after he has satisfactorily completed the apprenticeship program.

## WHO QUALIFIES

The requirements for apprenticeship vary somewhat from place to place. Generally, you should be between the ages of 17 and 26. (Vet-

erans may add their years of service to the 26-year limit.)

You must be able to work with head and hands, and be good at both. You've got to be in good physical shape, capable of performing the work of the trade.

Some trades require a high school diploma or its equivalent. Other trades prefer this, but do not insist on it.

Assistance to help pass entrance tests is being offered to those who may not have all the requirements to enter an apprenticeship program.

This help is being offered in most of the big cities through such organizations as the local AFL-CIO building and construction trades council, the Urban League, Workers' Defense League, or other community action agencies.

If you want to be an electrician, for instance, and you figure your high school studies are not enough to let you pass the mathematics and physics questions, check with the building trades council or the Urban League or the Apprenticeship Information Center at the local employment service office.

They will have information about attending one of the special 4-week courses which are conducted to prepare applicants for apprenticeship tests as openings for electrician apprentices become available.

## THE OPPORTUNITIES

There are about 350 apprenticeable trades. You will find 79 major occupations listed in the back of this pamphlet.

The number of years apprentices must serve is shown beside each occupation.

## MONEY TALK

One of the nice things about apprenticeship is that you are paid while learning. Starting pay is usually 40 to 55 percent of the journeyman's going rate. In most areas, it will vary from \$2.50 to \$5.00 an hour.

More than that, the apprentice making satisfactory progress gets a raise in pay every 6 months, until he is earning about 90 percent of the journeyman's current rate during the last 6-month apprenticeship period.

And then, of course, there are fringe benefits like paid vacations, paid holidays, insurance, hospitalization, and retirement pension plans.

## MORE MONEY TALK

How would you like to earn \$40,000 over a period of 4 years while learning a skilled trade through apprenticeship? Fantasy? By no means.

Let's just suppose you are a construction trades apprentice in the Washington, D.C., area. The average starting wage rate for apprentices in these trades is \$3.50 an hour.

Let's say you have selected a trade which pays \$7 an hour to the finished craftsman. The apprenticeship requires 4 years. The following table shows what you could be earning during each 6-month period as you move ahead:

Training period	Weekly pay	6-month total
First 6 months	\$140	\$ 3,640
Second 6 months	155	4,030
Third 6 months	170	4,420
Fourth 6 months	185	4,810
Fifth 6 months	200	5,200
Sixth 6 months	215	5,590
Seventh 6 months	230	5,980
Eighth 6 months	250	6,500
		<hr/> \$40,170

Now, \$40,000 is not a small sum to earn while you learn in a 4-year apprenticeship program. This figures out to \$10,000 a year.

For eligible veterans there is an additional pleasant financial twist. The Vietnam Era Veterans Readjustment Assistance Act of 1972 provides the following:

Regardless of the wages paid by the employer, VA's monthly training assistance allowance to a veteran pursuing a full-time approved apprenticeship is as follows:

Periods of training	No dependents	One dependent	Two or more dependents*
First 6 months	\$160	\$179	\$196
Second 6 months	120	139	156
Third 6 months	80	99	116
Fourth and any succeeding 6-month period	40	59	76

\* For each dependent in excess of two, add \$8.00 per month to this amount.

After completing a 4-year construction trades apprenticeship, you could be making an average of \$280 a week as a journeyman at present rates of pay, **not including overtime** and not counting other fringe benefits.

The national average journeyman rate in all building and construction trades comes to \$15,454 a year, while an apprentice starts at about \$8,500 a year.

Also, an apprentice starting out now with one of the Nation's largest automobile manufacturers in any one of eight major occupational categories (mostly metal trades) would earn an average of \$12,480 as a journeyman.

## IT'S NO SNAP

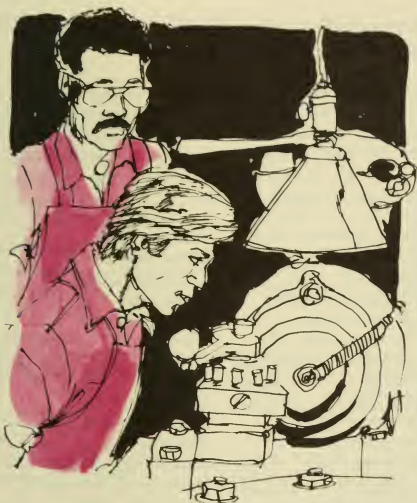
If you're looking for a soft touch, forget it. This isn't it. Apprenticeship is no snap. It demands hard work and has tough competition.

You've got to have the will to see it through. This takes ambition. It takes drive. It takes courage.

Sometimes apprentices have fallen by the wayside when they see some of their buddies making more money right now in jobs with little future.

Don't let this happen to you. The temptation will be to drop out of an apprenticeship program and get some kind of job that pays more money now.





But you don't want just **some kind of job.**

So, don't settle for one.

What you want is a **career.**

So, get one.

Start with apprenticeship. After your apprenticeship term, and for the rest of your life, you'll have a skill. You'll be a highly respected craftsman, and your buddy will still have "some kind of job."

## WHERE TO BEGIN

If you're interested in an apprenticeship get in touch with:

- The Bureau of Apprenticeship and Training regional offices (listed in the back of this pamphlet). For local offices near you, consult your telephone book.
- The Apprenticeship Information Center near you (also listed).
- The nearest State employment service office (consult your telephone book).
- The Urban League in your city.
- A firm that has workers in the trade in which you are interested.
- The local union that represents the trade in which you are interested.



## HERE ARE JUST A FEW JOBS WHICH REQUIRE APPRENTICESHIP

The 79 jobs listed below have training periods of at least 2 years and some as many as 6 years. Some of the occupations are broken down into more specialized jobs, so that the total number of apprenticeable occupations is close to 350. Numbers in parentheses indicate the number of years of training required.

Aircraft fabricator (3-4)	Machinist (4)
Airplane mechanic (3-4)	Mailer (4-5)
Arborist (3)	Maintenance mechanic
Asbestos worker (4)	repairman (3-6)
Automotive body	Metal polisher and
repairman (3-4)	buffer (3-4)
Automotive mechanic (3-4)	Millwright (4)
Baker (3)	Model maker (4)
Barber (2)	Musical instrument
Blacksmith (4)	mechanic (3-4)
Boilermaker (4)	Operating engineer (3-4)
Bookbinder (2-4)	Optical technician (4)
Brewer (2-3)	Orthopedic prosthetic
Bricklayer (3)	technician (3-4)
Butcher-meat cutter (3)	Painter-decorator (2-3)
Cabinetmaker-millman (2-4)	Patternmaker (5)
Candy maker (3-4)	Photoengraver (5-6)
Canvas worker (3)	Photographer (3)
Carman (4)	Plasterer (3-4)
Carpenter (4)	Plate printer (4)
Cement mason (3)	Plumber-pipefitter (4-5)
Cook (3)	Printer (4)
Cosmetician (2)	Printing pressman (4)
Dairy products maker (2-3)	Rigger (2-4)
Draftsman-designer (3-5)	Roofer (2-3)
Electrical worker (4-5)	Rotogravure engraver (5-6)
Electroplater (3-4)	Sheetmetal worker (3-4)
Electrotyper (5-6)	Sign, scene, and pictorial
Engraver (4-5)	artist (3-4)
Fabric cutter (3-4)	Silversmith (3-4)
Farm-equipment	Stationary engineer (3-4)
mechanic (3-4)	Stereotyper (5-6)
Floor coverer (3-4)	Stoneworker (2-4)
Foundryman (2-4)	Stonemason (3)
Furrier (3-4)	Tailor (4)
Glazier-glass worker (2-4)	Telephone worker (4)
Heat treater (4)	Terrazzo worker (3)
Ironworker (2-4)	Textile technician (2-4)
Jeweler (2-4)	Tile setter (3)
Lather (2-3)	Tool and die maker (4-5)
Lead burner (5)	Upholsterer (3-4)
Leatherworker (3-4)	Wallpaper craftsman (4-5)
Lithographer (4-5)	Wire weaver (3-4)



## REGIONAL OFFICES

## Bureau of Apprenticeship and Training

### REGION I

John F. Kennedy Fed. Bldg.  
Government Center  
Boston, Mass. 02203

Connecticut  
Maine  
Massachusetts

New Hampshire  
Rhode Island  
Vermont

### REGION II

1515 Broadway  
New York, N.Y. 10036

New Jersey  
New York

Puerto Rico  
Virgin Islands

### REGION III

5000 Wissahickon Avenue  
Philadelphia, Pa. 19101

Delaware  
Maryland

Pennsylvania  
Virginia  
West Virginia

### REGION IV

1371 Peachtree St., NE.  
Atlanta, Ga. 30309

Alabama  
Florida  
Georgia  
Kentucky

Mississippi  
North Carolina  
South Carolina  
Tennessee

### REGION V

300 South Wacker Drive  
Chicago, Ill. 60606

Illinois  
Indiana  
Michigan

Minnesota  
Ohio  
Wisconsin

### REGION VI

1512 Commerce Street  
Dallas, Tex. 75201

Arkansas  
Louisiana

New Mexico  
Oklahoma  
Texas

### REGION VII

911 Walnut Street  
Federal Office Bldg.  
Kansas City, Mo. 64106

Iowa  
Kansas

Missouri  
Nebraska

### REGION VIII

1612 Tremont Place  
Republic Building  
Denver, Colo. 80202

Colorado  
Montana  
North Dakota

South Dakota  
Utah  
Wyoming

### REGION IX

450 Golden Gate Avenue  
San Francisco, Calif. 94102

Arizona  
California  
Guam

Hawaii  
Nevada  
Trust Territory

### REGION X

1321 Second Avenue  
Arcade Plaza Building  
Seattle, Wash. 98101

Alaska  
Idaho

Oregon  
Washington



## APPRENTICESHIP INFORMATION CENTERS

ALABAMA Birmingham	1816 Eighth Avenue, North
ARIZONA Phoenix	438 West Adam Street
DISTRICT OF COLUMBIA	555 Pennsylvania Avenue, NW.
ILLINOIS Chicago	321 South State Street
INDIANA Gary Indianapolis	737 Washington Street 141 West Georgia Street
IOWA Des Moines	150 Des Moines Street
KANSAS Topeka Wichita	1309 Topeka Avenue 402 E. Second Street
MARYLAND Baltimore	1100 North Eutaw Street
MASSACHUSETTS Boston	408 South Huntington Avenue
MICHIGAN Detroit	8600 Woodward Avenue
MINNESOTA Minneapolis St. Paul	917 Plymouth Avenue, North 390 North Robert Street
MISSOURI Kansas City St. Louis	1411 Main Street 505 Washington Avenue
NEW JERSEY Camden Newark Paterson	558 Federal Street 1004 Broad Street 301 Graham Avenue
NEW YORK Buffalo New York	119 West Chippewa Street 255 West 54th Street
OHIO Cincinnati Cleveland Columbus	108 E. Seventh Street 779 Rockwell Avenue 239 South Fourth Street
OREGON Portland	1030 NE. Couch Street
PENNSYLVANIA Philadelphia Pittsburgh	1221 North Broad Street 915 Penn Avenue
RHODE ISLAND Providence	72 Pine Street
TENNESSEE Memphis Nashville	1295 Poplar Avenue 301 James Robertson Parkway
TEXAS Houston	2613 Austin Street
VIRGINIA Norfolk Richmond	904 Granby Street 609 East Main Street
WASHINGTON Seattle	515 Thomas Street



UNIVERSITY OF FLORIDA



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